



General Assembly

February Session, 2012

Raised Bill No. 150

LCO No. 124

00124_____LAB

Referred to Committee on Labor and Public Employees

Introduced by:
(LAB)

***AN ACT CONCERNING FAMILY AND MEDICAL LEAVE BENEFITS
FOR CERTAIN MUNICIPAL EMPLOYEES.***

Be it enacted by the Senate and House of Representatives in General Assembly convened:

1 Section 1. Section 31-51rr of the general statutes is repealed and the
2 following is substituted in lieu thereof (*Effective from passage*):

3 (a) Each political subdivision of the state shall grant any employee
4 of such political subdivision who is (1) a party to a [civil union, as
5 defined in section 46b-38aa] marriage in which the other party is of the
6 same sex as the employee, and who has been employed for at least
7 twelve months by such employer and for at least one thousand two
8 hundred fifty hours of service with such employer during the previous
9 twelve-month period the same family and medical leave benefits
10 under the federal Family and Medical Leave Act, [Public Law] P.L.
11 103-3, and 29 CFR 825.112, as are provided to an employee who is a
12 party to a marriage in which the other party is of the opposite sex of
13 such employee, or (2) on or after the date regulations are adopted
14 pursuant to subsection (f) of this section, a school paraprofessional in
15 an educational setting who has been employed for at least twelve
16 months by such employer and for at least nine hundred fifty hours of

17 service with such employer during the previous twelve-month period
18 the same family and medical leave benefits under the federal Family
19 and Medical Leave Act, P.L. 103-3, and 29 CFR 825.112 as are provided
20 to an employee who has been employed for at least twelve months by
21 such employer and for at least one thousand two hundred fifty hours
22 of service with such employer during the previous twelve-month
23 period.

24 (b) (1) Any employee of a political subdivision of the state who has
25 worked at least twelve months and one thousand two hundred fifty
26 hours for such employer during the previous twelve-month period, or
27 (2) on or after the date regulations are adopted pursuant to subsection
28 (f) of this section, a school paraprofessional in an educational setting
29 who has been employed for at least twelve months by such employer
30 and for at least nine hundred fifty hours of service with such employer
31 during the previous twelve-month period may request leave in order
32 to serve as an organ or bone marrow donor, provided such employee
33 may be required, prior to the inception of such leave, to provide
34 sufficient written certification from the physician of such employee of
35 the proposed organ or bone marrow donation and the probable
36 duration of the employee's recovery from such donation.

37 (c) Nothing in this section shall be construed as authorizing leave in
38 addition to the total of twelve workweeks of leave during any twelve-
39 month period provided under the federal Family and Medical Leave
40 Act, [Public Law] P.L. 103-3.

41 (d) The Labor Department shall enforce compliance with the
42 provisions of this section.

43 (e) For the purposes of subdivision (2) of subsections (a) and (b) of
44 this section, no hours of service worked by a paraprofessional prior to
45 the date regulations are adopted pursuant to subsection (f) of this
46 section shall be included in the requisite nine hundred fifty hours of
47 service.

48 (f) The Labor Commissioner shall promulgate regulations for the
49 provision of family and medical leave benefits to school
50 paraprofessionals in an educational setting pursuant to this section.

This act shall take effect as follows and shall amend the following sections:		
---	--	--

Section 1	<i>from passage</i>	31-51rr
-----------	---------------------	---------

Statement of Purpose:

To grant certain ineligible municipal paraprofessionals the right to family and medical leave.

[Proposed deletions are enclosed in brackets. Proposed additions are indicated by underline, except that when the entire text of a bill or resolution or a section of a bill or resolution is new, it is not underlined.]